

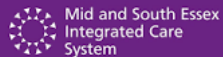
Delivering evidence-informed workforce innovation through partnership

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Plan

Brief background to the project

Leveraging the principles for success

Addressing challenges and maintaining momentum

Next steps

Brief background

Changing health needs & primary care (Fuller report 2022, Morris et al 2023, Raymond et al 2024, CORE 20Plus5)

Workforce challenges and national response e.g.

- Improving staff retention (NHS England 2019, NHS Employers 2022)
- De-medicalising care (Fuller report, 2022)
- Legacy nurse evaluations (Hardy, 2022, Haines et al, 2021)

Local workforce planning focus:

- Population health needs
- Previous experience and evidence re ARRS roles and Legacy Practitioners
- Engagement with local system leaders

Community Academy project aims:

- Improving patient experience
- Improving population health
- Ensuring sustainable use of resources

Complex interventions

ARRS (Additional Roles Reimbursement Scheme) optimisation

- ✓ FCP & Personalised Care roles
- ✓ 4 PCNs across 4 MSE Alliances
- ✓ Multi-method stakeholder evaluation: primary & secondary data sources

**ICB, MSE FT &
ARU team**

Legacy Practitioners (LPs) expansion

- ✓ 3 Partner provider organisations
- ✓ New legacy MH SW and SALT roles
- ✓ Action Learning Sets with established LPs
- ✓ Multi-method stakeholder evaluation: primary & secondary data sources

Leveraging the principles for success

(eg Burgess et al 2022, MacLeod et al, 2020, Tweed et al, 2018, Rowe and Hogarth, 2005)

- ✓ Horizon scanning
- ✓ Building on previous success
- ✓ Mutual commitment
- ✓ Relationship
- ✓ Shared vision and situational awareness
- ✓ Proactive, continuing engagement
- ✓ Maintain focus on the end goal

Addressing challenges and maintaining momentum

- Partnership approach
- Patient and Public Involvement activities and practitioner 'critical friends'
- Changing context
- Blended approach
- Delivering the innovation
- Designing and implementing the evaluation
- Access to information/data sharing

Next steps

ARRS Optimisation

- ARRS staff delivering the clinical service
- Evaluation research study approved and underway

Legacy Practitioners

- Legacy roles SW/SALT supporting service delivery to improve recruitment and retention
- Induction complete and Action Learning sets underway
- Evaluation research study design finalised and approvals in progress

Collation and dissemination of learning

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Thankyou and Questions

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